

## **Uniform Policy**

### **Aims**

This policy aims to:

- Set out our approach to requiring a uniform that is of reasonable cost and offers the best value for money for parents and carers
- Explain how we will avoid discrimination in line with our legal duties under the Equality Act 2010 and meet the requirements of the **Education (Guidance about Costs of School Uniforms) Act 2021** and any other subsequent legislation
- Clarify our expectations for school uniform

### **Legal duties under the Equality Act 2010**

The Equality Act 2010 prohibits discrimination against an individual based on the protected characteristics, which include sex, race, religion or belief, and gender reassignment.

To avoid discrimination, the school will:

- Avoid listing uniform items based on sex, to give all pupils the opportunity to wear the uniform they feel most comfortable in.
- Make sure that uniform costs are kept fair and reasonable
- Enable pupils and their parents / carers to request changes for religious and cultural reasons
- Allow for adaptations to our policy on the grounds of equality by asking pupils or their parents contact the headteacher who can answer questions about the policy and respond to any requests.

### **Limiting the cost of school uniform**

In line with statutory guidance from the Department for Education (DfE) on the cost of school uniform, the school has a duty to make sure that the uniform required is affordable.

We will ensure our uniform is widely available at a reasonable cost. We will do this by:

- Keeping items of school branded uniform to a minimum whilst maintaining the school's identity
- Ensuring that all non-branded required school uniform can be easily purchased
- Providing a stock of 'second-hand' uniforms
- Keeping uniform consistent across the school and over time to avoid the need to

- purchase items more frequently
- Not having unnecessary additional uniform
- Providing school branded uniform items (when necessary) for specific activities such as sporting activities when representing the school.

### **Expectations for school uniform**

For the children, school is their workplace and they should be smartly and appropriately. Children are expected to come to school dressed in the uniform as described below.

Grey trousers/shorts/culottes  
Grey skirt/pinafore dress  
White polo shirt/shirt or blouse  
Green sweatshirt, jumper or cardigan (logo option available)  
Green/yellow gingham summer dress  
White/grey socks/tights  
School tie (online purchase)  
Black flat shoes

### **PE and Outdoor Learning**

Gold school logo shirt  
Plain or school logo black shorts  
Plain black leggings  
Plain black cycling shorts.  
Plain or school logo black outdoor tracksuit bottoms  
Plain or school logo black outdoor tracksuit top/hoodie  
Trainers

Wellies (any colour)  
Gardening gloves (any colour)

On PE and Outdoor Learning days, children will be allowed to come into school, dressed and ready for their sessions. Children will need to be dressed in a school colour PE kit. Children are not permitted to wear any other colour of tracksuit/football kits/shirts/'fashion' or patterned t-shirts/fashion or patterned track suits. As children will be in wearing their PE kit in school all day, it is important that this is seen the same as wearing the correct school uniform. It gives the children a sense of pride and community.

### **Optional Extras-**

Book bag with logo (especially for our Reception children and KS1)  
PE bag with logo  
Fleece Jacket with logo  
Cap/hat with logo

## **Where to purchase uniform**

Parents can purchase school branded uniform items from Anglia Sports and School Wear- [www.yourschoolwear.co.uk](http://www.yourschoolwear.co.uk)

All school non-branded uniform items are readily available online and in local retailers and stores.

Second hand uniform is available on request.

If parents cannot provide uniform due to financial constraints, they are encouraged to contact the school via the office. The school will make every effort to support parents and carers to ensure that all children have access to appropriate uniform.

We ask for health and safety reasons that:

- Hair that is shoulder length or longer must be tied back.
- If earrings are worn, they are small, plain studs only. (NB- Earrings must not be worn during PE sessions, children will need to be able to remove earrings independently. Essex guidelines prohibit staff using tape over earrings.)
- Small watches may be worn.
- No other jewellery (bracelets/necklaces etc.) to be worn.

To ensure all pupils are appropriately dressed in school we ask:

- No make-up, nail polish or nail extensions
- Hair slides/grips/bands etc. are kept to a minimum and in school colours only
- No high heels, open toe sandals, flip flops, UGG or DM style boots
- No hoodies when not in a PE or Outdoor Learning lesson
- Hoods on hoodies are never up inside the building
- No extreme hair style, extensions or rainbow spray/dye colours.

## **Expectations for our school community**

### **Pupils**

Pupils are expected to wear the correct uniform at all times (other than specified non-school uniform days) while:

On the school premises

- At out-of-school events or on trips that are organised by the school, or where they are representing the school (if required).

- Pupils are expected to wear their uniform smartly at all times, for example keeping shirts tucked in and not wearing sweatshirts/cardigans tied around waists etc.

### Parents and carers

Parents and carers are expected to make sure their child has the correct uniform and PE kit, and that every item is:

- Clean
- Clearly labeled with the child's name
- In good condition and well fitting

### Staff

- Staff will closely monitor pupils to make sure they are in correct uniform.
- Staff will give any pupils and families breaching the uniform policy the opportunity to comply, but will follow up with the headteacher, deputy headteacher if the situation does not improve. Sanctions may apply (see school behaviour policy).

In cases where it is suspected that financial hardship has resulted in a pupil not complying with this uniform policy, staff will take a mindful and considerate approach to resolving the situation.

### Governors

The Governing Body will review this policy and make sure that it:

- Is appropriate for the school's context
- Is implemented fairly across the school
- Takes into account the views of parents and pupils
- Offers a uniform that is appropriate, practical and safe for all pupils
- Will make sure that the school's uniform supplier arrangements give the highest priority to cost and value for money, for example by avoiding single supplier contracts and by re-tendering contracts at least every 4 years.

Policy Date:	AUTUMN 2024
It will be reviewed and updated if required:	ANNUALLY